

**Town of Herndon  
Position Classification Plan and Salary Schedule  
Fiscal Year 2007-2008**

<u>POSITION</u>	<u>GRADE</u>	<u>ANNUALIZED RANGE</u>			<u>HOURLY RANGE</u>			<u>FLSA OVERTIM</u>	<u>CLASS SERIES</u>
		<u>LOWER</u>	<u>MIDPOINT</u>	<u>UPPER</u>	<u>LOWER</u>	<u>MIDPOINT</u>	<u>UPPER</u>	<u>E</u>	<u>SERIES</u>
Accounting Technician II	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	AS
Accounting Technician/Administrative Technician	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	AS
Administrative Assistant	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	AS
Administrative Planner	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	N	TEC
Aquatics Services Manager	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	N	PRO
Assistant Crew Supervisor	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	SC
Assistant Golf Course Superintendent	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Assistant to the Town Manager	15	\$53,075.98	67,315.66	84,920.99	\$25.5173	32.3633	40.8274	E	PRO
Associate Administrative Planner	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	AS
Associate Community Inspector	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	AS
Associate Planner	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	TEC
Attendant (Cart, Park)	101				\$6.0438		9.6453	N	AS
Building Inspector I	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	TEC
Building Inspector II	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Building Maintenance Coordinator	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	SC
Building Official	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Cemetery Manager	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Chief, Programs & Project Management	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Communications Technician	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	AS
Communications Technician Supervisor	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Community Center Manager	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	N	PRO
Community Center Supervisor (seasonal)	107				\$11.9670		19.0978	N	AS
Community Center Supervisor I	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	AS
Community Center Supervisor II	8	\$37,132.37	47,093.49	59,411.66	\$17.8521	22.6411	28.5633	N	AS
Community Forester	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	E	TEC
Community Inspector I	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	TEC
Community Inspector II	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Crime Prevention Specialist	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Crime Prevention Specialist/Coord.	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Custodian (seasonal)	105				\$9.0660		14.4677	N	SM
Custodian I	2	\$23,465.31	29,760.64	37,543.58	\$11.2814	14.3080	18.0498	N	SM
Custodian II	4	\$28,021.34	35,538.46	44,833.78	\$13.4718	17.0858	21.5547	N	SM
Deputy Director of Finance	18	\$59,908.78	75,934.77	95,855.55	\$28.8023	36.5071	46.0844	E	PRO

Deputy Director of Public Works	21	\$66,741.79	84,625.42	106,786.78	\$32.0874	40.6853	51.3398	E	PRO
Deputy Town Clerk	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	AS
Director of Community Development	24	\$73,575.01	93,314.42	117,720.30	\$35.3726	44.8627	56.5963	E	O&A
Director of Finance	25	\$75,851.78	98,608.02	121,364.26	\$36.4672	47.4077	58.3482	E	O&A
Director of Golf	21	\$66,741.79	84,625.42	106,786.78	\$32.0874	40.6853	51.3398	E	O&A
Director of Human Resources	21	\$66,741.79	84,625.42	106,786.78	\$32.0874	40.6853	51.3398	E	O&A
Director of Information Technology	23	\$71,298.24	90,425.92	114,075.52	\$34.2780	43.4740	54.8440	E	O&A
Director of Neighborhood Resources	21	\$66,741.79	84,625.42	106,786.78	\$32.0874	40.6853	51.3398	E	O&A
Director of Parks & Recreation	24	\$73,575.01	93,314.42	117,720.30	\$35.3726	44.8627	56.5963	E	O&A
Director of Public Works	25	\$75,851.78	98,608.02	121,364.26	\$36.4672	47.4077	58.3482	E	O&A
Engineer	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	E	PRO
Engineering Inspector	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	TEC
Equipment Operator	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	SC
Equipment Operator (seasonal)	108				\$15.2308		24.3061	N	SC
Equipment Operator/Greensworker	4	\$28,021.34	35,538.46	44,833.78	\$13.4718	17.0858	21.5547	N	SM
Facility Maintenance Mechanic II	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	SC
Facility Maintenance Mechanic III	8	\$37,132.37	47,093.49	59,411.66	\$17.8521	22.6411	28.5633	N	SC
Facility Maintenance Supervisor	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	SC
Fitness Assistant	6	\$32,576.34	41,315.66	52,121.47	\$15.6617	19.8633	25.0584	N	PAR
Fitness Specialist	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	PAR
Fleet Manager	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
General Services Administrator	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	N	TEC
Golf Course Superintendent	15	\$53,075.98	67,315.66	84,920.99	\$25.5173	32.3633	40.8274	E	TEC
Golf Operations Assistant I	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	PAR
Golf Operations Assistant II	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	PAR
Golf Professional	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	PRO
Golf Recreation Clerk	105				\$9.0660		14.4677	N	AS
Golf Shop Assistant	106				\$10.2747		16.3971	N	AS
Groundswoker I	103				\$7.2526		11.5743	N	SM
Groundswoker II	104				\$7.9780		12.7315	N	SM
Help Desk Analyst	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	TEC
Housing Rehabilitation Specialist	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Human Resources Analyst	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Legal Assistant	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	AS
Maintenance/Meter Mechanic	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	SC
Management Analyst	13	\$48,520.58	61,499.78	77,633.09	\$23.3272	29.5672	37.3236	N	TEC
Manager of Recreation Services	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Marketing Specialist	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	PAR
Mechanic Assistant	4	\$28,021.34	35,538.46	44,833.78	\$13.4718	17.0858	21.5547	N	SC
Mechanic I	8	\$37,132.37	47,093.49	59,411.66	\$17.8521	22.6411	28.5633	N	SC

Mechanic II	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	SC
Mechanic/Equipment Operator	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	SC
Naturalist	10	\$41,686.74	52,870.69	66,698.32	\$20.0417	25.4186	32.0665	N	TEC
Neighborhood Building Inspector	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Neighborhood Improvement Specialist	15	\$53,075.98	67,315.66	84,920.99	\$25.5173	32.3633	40.8274	E	TEC
Network Administrator	13	\$48,520.58	61,499.78	77,633.09	\$23.3272	29.5672	37.3236	N	TEC
Office Aide	104				\$7.9780		12.7315	N	AS
Office Assistant (seasonal)	107				\$11.9670		19.0978	N	AS
Office Assistant I	3	\$25,743.12	32,648.72	41,189.20	\$12.3765	15.6965	19.8025	N	AS
Office Assistant II	4	\$28,021.34	35,538.46	44,833.78	\$13.4718	17.0858	21.5547	N	AS
Office Assistant II/Administrative Clerk	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	AS
Office Assistant III	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	AS
Office Assistant III/Administrative Clerk	8	\$37,132.37	47,093.49	59,411.66	\$17.8521	22.6411	28.5633	N	AS
Operations Coordinator	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Operations Engineer	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	E	PRO
Paralegal	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Payroll/Utility Customer Services Supervisor	13	\$48,520.58	61,499.78	77,633.09	\$23.3272	29.5672	37.3236	N	TEC
Planner I	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Planner II	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	N	TEC
Pool Operations Manager	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	PAR
Preschool Teacher	6	\$32,576.34	41,315.66	52,121.47	\$15.6617	19.8633	25.0584	N	PAR
Program & Project Coordinator	13	\$48,520.58	61,499.78	77,633.09	\$23.3272	29.5672	37.3236	N	TEC
Public Information Officer	19	\$62,187.01	78,666.64	99,498.88	\$29.8976	37.8205	47.8360	E	O&A
Public Works Superintendent	18	\$59,908.78	75,934.77	95,855.55	\$28.8023	36.5071	46.0844	E	TEC
Purchasing Agent	13	\$48,520.58	61,499.78	77,633.09	\$23.3272	29.5672	37.3236	E	TEC
Records Technician	6	\$32,576.34	41,315.66	52,121.47	\$15.6617	19.8633	25.0584	N	AS
Records Technician Supervisor	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	AS
Recreation Assistant	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	AS
Recreation Assistant (seasonal)	107				\$11.9670		19.0978	N	AS
Recreation Assistant II	6	\$32,576.34	41,315.66	52,121.47	\$15.6617	19.8633	25.0584	N	AS
Recreation Instructor I	104				\$7.9780		12.7315	N	PAR
Recreation Instructor II	106				\$10.2747		16.3971	N	PAR
Recreation Instructor III	107				\$11.9670		19.0978	N	PAR
Recreation Instructor IV	108				\$15.2308		24.3061	N	PAR
Recreation Instructor V	108				\$15.2308		24.3061	N	PAR
Recreation Instructor VI	109				\$17.4269		27.9402	N	PAR
Recreation Program Assistant	6	\$32,576.34	41,315.66	52,121.47	\$15.6617	19.8633	25.0584	N	AS
Recreation Program Coordinator	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	E	PRO
Recreation Services Supervisor I	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	PAR
Recreation Services Supervisor I (seasonal)	107				\$11.9670		19.0978	N	PAR

Recreation Services Supervisor II	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	PAR
Residential Building Inspector	11	\$43,965.79	55,760.22	70,345.39	\$21.1374	26.8078	33.8199	N	TEC
Revenue Supervisor	13	\$48,520.58	61,499.78	77,633.09	\$23.3272	29.5672	37.3236	E	TEC
Right-of-Way Inspection Supervisor	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	SC
Right-of-Way Inspector/Utility Marker	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	SC
Sanitation Worker	2	\$23,465.31	29,760.64	37,543.58	\$11.2814	14.3080	18.0498	N	SM
Seasonal Laborer I	103				\$7.2526		11.5743	N	SM
Seasonal Laborer II	105				\$9.0660		14.4677	N	SM
Seasonal Laborer III	106				\$10.2747		16.3971	N	SM
Senior Accounting Technician	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	AS
Senior Civil Engineer	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Senior Communications Technician	8	\$37,132.37	47,093.49	59,411.66	\$17.8521	22.6411	28.5633	N	AS
Senior Community Inspector	15	\$53,075.98	67,315.66	84,920.99	\$25.5173	32.3633	40.8274	E	TEC
Senior Planner	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Senior Planner/Zoning Administrator	18	\$59,908.78	75,934.77	95,855.55	\$28.8023	36.5071	46.0844	E	PRO
Senior Project Planner	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Sign & Signal Technician I	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	TEC
Specialized Program Technician	120				\$25.0000	31.7500	80.0000	N	TEC
Student Intern	106				\$10.2747		16.3971	N	AS
Systems Manager	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	E	PRO
Technical Services Manager	17	\$57,630.56	73,092.45	92,208.27	\$27.7070	35.1406	44.3309	E	PRO
Tennis Center Manager	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	PAR
Town Clerk	19	\$62,187.01	78,666.64	99,498.88	\$29.8976	37.8205	47.8360	E	O&A
Traffic Control Supervisor/Coordinator	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	TEC
Traffic Signal Technician	9	\$39,409.55	49,982.19	63,055.20	\$18.9469	24.0299	30.3150	N	TEC
Transportation Planner	15	\$53,075.98	67,315.66	84,920.99	\$25.5173	32.3633	40.8274	E	TEC
Utility Equipment Operator I	4	\$28,021.34	35,538.46	44,833.78	\$13.4718	17.0858	21.5547	N	SC
Utility Equipment Operator II	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	SC
Utility Equipment Operator II/Truck Driver	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	SC
Utility Equipment Operator III	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	SC
Utility Equipment Technician	7	\$34,854.56	44,205.20	55,767.30	\$16.7570	21.2525	26.8112	N	TEC
Utility Maintenance Worker I	3	\$25,743.12	32,648.72	41,189.20	\$12.3765	15.6965	19.8025	N	SM
Utility Maintenance Worker II	5	\$30,298.32	38,427.17	48,477.10	\$14.5665	18.4746	23.3063	N	SM
Utility Manager	14	\$50,797.55	64,425.71	81,276.21	\$24.4219	30.9739	39.0751	N	TEC
Utility Work Crew Supervisor	12	\$46,242.35	58,648.72	73,988.93	\$22.2319	28.1965	35.5716	N	SC
Water Meter Reader	4	\$28,021.34	35,538.46	44,833.78	\$13.4718	17.0858	21.5547	N	SM
<b><u>POLICE SCALE</u></b>									
Chief of Police	P12	\$75,851.78	96,202.50	121,364.26	\$36.4672	46.2512	58.3482	E	O&A
Police Captain	P10	\$70,556.72	89,959.58	114,929.15	\$33.9215	43.2498	55.2544	E	PRO

Police Corporal	P04	\$52,618.80	67,088.94	85,713.26	\$25.2975	32.2543	41.2083	N	PS
Police Lieutenant	P08	\$64,417.81	82,132.54	104,931.22	\$30.9701	39.4868	50.4477	E	PRO
Police Officer First Class	P02	\$47,831.47	60,984.98	77,914.51	\$22.9959	29.3197	37.4589	N	PS
Police Officer I	P01	\$45,740.86	58,319.25	74,507.89	\$21.9908	28.0381	35.8211	N	PS
Police Sergeant	P05	\$55,248.96	70,442.32	89,995.57	\$26.5620	33.8665	43.2671	N	TEC
Senior Police Officer	P03	\$50,113.23	63,894.06	81,631.89	\$24.0929	30.7183	39.2461	N	PS
Senior Police Sergeant	P06	\$58,011.41	73,964.38	94,495.23	\$27.8901	35.5598	45.4304	N	TEC

#### **NON-CLASSIFIED POSITIONS**

(salaries determined by Town Council)

Town Attorney	\$127,272.29
Town Manager	\$125,818.16

#### **COUNCIL, BOARDS & COMMISSIONS**

Mayor	\$6,000/year
Town Council	\$4,000/year
Planning Commission	\$2,100/year
Architectural Review Board	\$1,200/year
Heritage Preservation Review Board	\$1,200/year
Board of Zoning Appeals	\$600/year